

**REGISTERED COMPANY NUMBER: 08838317 (England and Wales)**  
**REGISTERED CHARITY NUMBER: 1155344**

**Your Employment Settlement Service**

**Annual Report and Accounts**  
**For the year ended 30 June 2022**

ansteybond  
1-2 Charterhouse Mews  
London  
EC1M 6BB

## **Your Employment Settlement Service**

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## **Your Employment Settlement Service (“YESS”)**

### **Report of the Trustees for the year ended 30 June 2022**

The trustees who are also directors of the charity for the purposes of the Companies Act 2006, present their report with the financial statements of the charity for the year ended 30 June 2022. The trustees have adopted the provisions of Accounting and Reporting by Charities: Statement of Recommended Practice applicable to charities preparing their accounts in accordance with the Financial Reporting Standard applicable in the UK and Republic of Ireland (FRS 102) (effective 1 January 2019).

## **OBJECTIVES AND ACTIVITIES**

### **Objectives and aims**

YESS operates for the public benefit, to promote the resolution of conflict and disputes between employers and employees, without recourse to litigation. The objective is to relieve the social and economic costs of litigation and equivalent procedures including but not limited to:

1. providing and supporting the provision of advice services to employees;
2. providing mediation services;
3. facilitating the early resolution of disputes including where appropriate, effecting a reconciliation between employers and employees;
4. undertaking research to create models for dispute resolution between employers and employees, and to improve understanding of the causes of conflict and dispute in the workplace, and disseminating the results of such research to the public; and
5. providing training to employers and producing publications on the promotion of conflict avoidance, early dispute resolution and employment law.

## **ACHIEVEMENT AND PERFORMANCE**

### **Advice services**

YESS gives a free advice telephone call to all enquirers, regardless of income. Calls average 20-30 minutes and in many cases will resolve the caller's issue.

Enquirers in need of further advice may be offered an affordable fee arrangement, or pro bono services, depending on their personal situation.

In this financial period, 677 free advice calls were delivered. 450 enquirers went on to become clients, benefiting from a variety of affordable fee arrangements and where appropriate, pro bono services.

### **Joint project with Maternity Action 2020 - 2023**

YESS is working in partnership with Maternity Action to deliver an integrated end-to-end advice and casework support service for pregnant women and new mothers facing problems at work. The service is free at the point of use and funded by the National Community Lottery.

The project's stated aim is to help and empower women to successfully resolve their disputes. Where possible, clients will correspond and communicate with their employer themselves. YESS solicitors support and encourage this, although will step in if the client is unable to make progress by dealing directly with the employer.

Cases range from preparing flexible work requests and appeals, challenging redundancies, raising health and safety concerns, pregnancy and maternity discrimination and dismissals and advising on settlement agreements. YESS solicitors supported 63 women under this project over the financial year.

### **London Employment Tribunal Settlement Support Scheme (LETSSS) 2021 – 2023**

The London Employment Tribunal Settlement Support Scheme provides support to unrepresented claimants of limited financial means to resolve their employment tribunal cases without proceeding to a final hearing. The scheme is funded by Trust for London and operates from November 2021 to October 2023.

LETSSS is only available where employment tribunal proceedings have been issued.

## **Your Employment Settlement Service (“YESS”)**

### **Report of the Trustees for the year ended 30 June 2022**

There are 2 parts to the scheme.

Part A: YESS support during judicial mediation hearings

Part B: YESS assistance with valuation of claim and settlement negotiations

Unrepresented claimants applying for help under the scheme must be committed to trying to settle their cases. YESS does not represent claimants in employment tribunal proceedings and will not assist in advancing a claimant’s claim towards its final hearing.

The scheme contributes directly to YESS’s overarching objective of relieving the social and economic cost of litigation, as it frequently results in the settlement of the case well in advance of a final hearing.

The scheme started part way through this financial year. At the end of the financial year, 34 cases had been taken, almost half of which had been settled.

#### **Mediation Services**

YESS continued to operate the DRAW (Dispute Resolution Assistance in the Workplace) service within Greater London, funded by Trust for London.

DRAW mediation was set up during 2020, initially as a means by which to resolve workplace issues arising from the early stages of the Covid-19 pandemic. It was expanded to cover all workplace issues later in 2020 and received renewal grant funding in 2021.

The service provides pro bono online mediation to employees and employers within Greater London.

DRAW provides up to six hours of cost-free employment mediation to facilitate resolution and avoid the need for formal grievances or employment tribunal claims.

Employees and employers may apply for assistance through the service through a referral from another organisation, direct email, or the DRAW website. If the case is deemed suitable for mediation, an attempt is made to allocate a mediator in line with both parties' availability.

During the financial year, mediators delivered talks and published articles intended to increase awareness of the benefits of mediation, as well as arranging mediations for parties willing to mediate following a referral. The service continued to receive promising levels of enquiries; however, the number of cases being referred to mediation remained relatively low.

#### **Improving YESS’s reach**

YESS’s website was redesigned and rewritten to include more user-friendly and accessible content. Informational videos were recorded to simplify YESS’s message and provide more digestible information about available services. SEO was improved, which appeared to contribute to a marked increase in enquiries since the new website was launched.

## **Your Employment Settlement Service**

### **Report of the Trustees for the year ended 30 June 2022**

#### **FINANCIAL REVIEW**

##### **Financial position**

YESS ends this financial year with a total deficit of £42,693 (an unrestricted fund deficit of £31,780 and a restricted fund deficit of £10,913).

The unrestricted fund deficit resulted from increased running costs and lower than expected levels of non-grant revenue.

The restricted fund deficit resulted from the balancing out of funds across part-years of grant funded projects. This year's deficit broadly equates to last year's carry forward.

##### **Principal Funding Sources**

YESS is funded substantially by fees charged for the giving of legal advice to employees and employers. YESS operates a cross-subsidy model, with higher earners paying higher fees than lower earners. In this period, such fees constituted approximately 64% of YESS's income.

The remainder is made up of grant income and ad hoc donations, details of which are noted in Note 12.

##### **Reserves Policy**

The trustees' stated objective to achieve a level of reserves equating to 9 months' unrestricted funds.

This reserves policy applies for 2 reasons:

1. for growing YESS and furthering the charitable objectives, in particular, to enable YESS to expand its pro bono advice offering and increase activity in the areas of research and training (charitable objectives 4 & 5);
2. to ensure sufficient cash to meet YESS's financial commitments to staff, suppliers and other creditors. Despite effective credit control procedures, YESS is often at the behest of large employers' invoice payment schedules. Sufficient reserve funds are needed to mitigate payment delays.

Reserves of 9 months' unrestricted funds were achieved in the previous financial year, however, reserves have been depleted in this financial year as noted above

The unrestricted reserves currently stand at £143,671, being 6 months of the current year's unrestricted fund expenditure.

The trustees are satisfied with the level of reserves at the end of this year.

#### **STRUCTURE, GOVERNANCE AND MANAGEMENT**

##### **Governing document**

The charity is controlled by its governing document, a deed of trust, and constitutes a limited company, limited by guarantee, as defined by the Companies Act 2006.

##### **Trustees**

The directors of the company are also charity trustees for the purposes of company law. The board of trustees met 3 times in the year. Financial, strategic, and significant operational information is also reported to the trustees regularly in writing in between meetings.

##### **Management**

The day-to-day management of YESS is delegated to Karen Teago, CEO and Principal Solicitor.

**Your Employment Settlement Service**

**Report of the Trustees  
for the year ended 30 June 2022**

**REFERENCE AND ADMINISTRATIVE DETAILS**

**Registered Company number**  
08838317 (England and Wales)

**Registered Charity number**  
1155344

**Registered office**  
Somerset House  
Strand  
London  
WC2R 1LA

**Trustees**  
Ms C R Hibbs  
Ms S Mccgwire  
O L Segal  
M T F Hunt Solicitor

**REFERENCE AND ADMINISTRATIVE DETAILS**

**Independent Examiner**  
Colin Ellis FCCA  
ansteybond  
1-2 Charterhouse Mews  
London  
EC1M 6BB

Approved by order of the board of trustees on ....27th March 2023..... and signed on its behalf by:

*Caroline Hibbs*

.....  
Ms C R Hibbs - Trustee

**Independent Examiner's Report to the Trustees of  
Your Employment Settlement Service**

**Independent examiner's report to the trustees of Your Employment Settlement Service ('the Company')**  
I report to the charity trustees on my examination of the accounts of the Company for the year ended 30 June 2022.

**Responsibilities and basis of report**

As the charity's trustees of the Company (and also its directors for the purposes of company law) you are responsible for the preparation of the accounts in accordance with the requirements of the Companies Act 2006 ('the 2006 Act').

Having satisfied myself that the accounts of the Company are not required to be audited under Part 16 of the 2006 Act and are eligible for independent examination, I report in respect of my examination of your charity's accounts as carried out under Section 145 of the Charities Act 2011 ('the 2011 Act'). In carrying out my examination I have followed the Directions given by the Charity Commission under Section 145(5) (b) of the 2011 Act.

**Independent examiner's statement**

Since your charity's gross income exceeded £250,000 your examiner must be a member of a listed body. I can confirm that I am qualified to undertake the examination because I am a registered member of FCCA which is one of the listed bodies.

I have completed my examination. I confirm that no matters have come to my attention in connection with the examination giving me cause to believe:

1. accounting records were not kept in respect of the Company as required by Section 386 of the 2006 Act;  
or
2. the accounts do not accord with those records; or
3. the accounts do not comply with the accounting requirements of Section 396 of the 2006 Act other than any requirement that the accounts give a true and fair view which is not a matter considered as part of an independent examination; or
4. the accounts have not been prepared in accordance with the methods and principles of the Statement of Recommended Practice for accounting and reporting by charities (applicable to charities preparing their accounts in accordance with the Financial Reporting Standard applicable in the UK and Republic of Ireland (FRS 102)).

I have no concerns and have come across no other matters in connection with the examination to which attention should be drawn in this report in order to enable a proper understanding of the accounts to be reached.



Colin Ellis FCCA  
ansteybond  
1-2 Charterhouse Mews  
London  
EC1M 6BB

Date: .....

# **Your Employment Settlement Service**

## **Statement of Financial Activities for the year ended 30 June 2022**

	Notes	Unrestricted funds £	Restricted funds £	2022 Total funds £	2021 Total funds £
<b>INCOME AND ENDOWMENTS FROM</b>					
Donations and legacies		23,831	106,839	130,670	106,124
<b>Charitable activities</b>					
Fee Income		<u>231,808</u>	<u>-</u>	<u>231,808</u>	<u>219,270</u>
<b>Total</b>		<u>255,639</u>	<u>106,839</u>	<u>362,478</u>	<u>325,394</u>
<b>EXPENDITURE ON</b>					
Raising funds		1,090	-	1,090	342
<b>Charitable activities</b>					
Administrative Expenses		285,905	-	285,905	230,367
TFL – LETSSS Grant		-	31,055	31,055	-
Maternity Action Grant		-	55,992	55,992	47,518
London Community Response Fund		-	30,705	30,705	19,550
Other		<u>424</u>	<u>-</u>	<u>424</u>	<u>-</u>
<b>Total</b>		<u>287,419</u>	<u>117,752</u>	<u>405,171</u>	<u>297,777</u>
<b>NET INCOME/(EXPENDITURE)</b>		(31,780)	(10,913)	(42,693)	27,617
<b>RECONCILIATION OF FUNDS</b>					
Total funds brought forward		<u>175,451</u>	<u>25,489</u>	<u>200,940</u>	<u>173,323</u>
<b>TOTAL FUNDS CARRIED FORWARD</b>		143,671	14,576	158,247	200,940

The notes form part of these financial statements



# Your Employment Settlement Service

## Balance Sheet 30 June 2022

	Notes	Unrestricted funds £	Restricted funds £	2022 Total funds £	2021 Total funds £
<b>FIXED ASSETS</b>					
Tangible assets	6	4,470	-	4,470	4,769
<b>CURRENT ASSETS</b>					
Debtors	7	51,008	-	51,008	54,006
Cash at bank and in hand		<u>120,381</u>	<u>22,345</u>	<u>142,726</u>	<u>189,052</u>
		171,389	22,345	193,734	243,058
<b>CREDITORS</b>					
Amounts falling due within one year	8	(32,188)	(7,769)	(39,957)	(46,887)
<b>NET CURRENT ASSETS</b>		<u>139,201</u>	<u>14,576</u>	<u>153,777</u>	<u>196,171</u>
<b>TOTAL ASSETS LESS CURRENT LIABILITIES</b>		<u>143,671</u>	<u>14,576</u>	<u>158,247</u>	<u>200,940</u>
<b>NET ASSETS</b>		<u>143,671</u>	<u>14,576</u>	<u>158,247</u>	<u>200,940</u>
<b>FUNDS</b>	10				
Unrestricted funds				143,671	175,451
Restricted funds				<u>14,576</u>	<u>25,489</u>
<b>TOTAL FUNDS</b>				<u>158,247</u>	<u>200,940</u>

The charitable company is entitled to exemption from audit under Section 477 of the Companies Act 2006 for the year ended 30 June 2022.

The members have not required the company to obtain an audit of its financial statements for the year ended 30 June 2022 in accordance with Section 476 of the Companies Act 2006.

The trustees acknowledge their responsibilities for

- (a) ensuring that the charitable company keeps accounting records that comply with Sections 386 and 387 of the Companies Act 2006 and
- (b) preparing financial statements which give a true and fair view of the state of affairs of the charitable company as at the end of each financial year and of its surplus or deficit for each financial year in accordance with the requirements of Sections 394 and 395 and which otherwise comply with the requirements of the Companies Act 2006 relating to financial statements, so far as applicable to the charitable company.

These financial statements have been prepared in accordance with the provisions applicable to charitable companies subject to the small companies regime.

The financial statements were approved by the Board of Trustees and authorised for issue on .....27th March 2023..... and were signed on its behalf by:

*Caroline Hibbs*  
.....  
C R Hibbs - Trustee

The notes form part of these financial statements

## **Your Employment Settlement Service**

### **Notes to the Financial Statements for the year ended 30 June 2022**

#### **1. ACCOUNTING POLICIES**

##### **Basis of preparing the financial statements**

The financial statements of the charitable company, which is a public benefit entity under FRS 102, have been prepared in accordance with the Charities SORP (FRS 102) 'Accounting and Reporting by Charities: Statement of Recommended Practice applicable to charities preparing their accounts in accordance with the Financial Reporting Standard applicable in the UK and Republic of Ireland (FRS 102) (effective 1 January 2019)', Financial Reporting Standard 102 'The Financial Reporting Standard applicable in the UK and Republic of Ireland' and the Companies Act 2006. The financial statements have been prepared under the historical cost convention.

##### **Income**

All income is recognised in the Statement of Financial Activities once the charity has entitlement to the funds, it is probable that the income will be received and the amount can be measured reliably.

##### **Expenditure**

Liabilities are recognised as expenditure as soon as there is a legal or constructive obligation committing the charity to that expenditure, it is probable that a transfer of economic benefits will be required in settlement and the amount of the obligation can be measured reliably. Expenditure is accounted for on an accruals basis and has been classified under headings that aggregate all cost related to the category. Where costs cannot be directly attributed to particular headings they have been allocated to activities on a basis consistent with the use of resources.

##### **Tangible fixed assets**

Depreciation is provided at the following annual rates in order to write off each asset over its estimated useful life.

Plant and machinery                      - 33% on cost

##### **Taxation**

The charity is exempt from corporation tax on its charitable activities.

##### **Fund accounting**

Unrestricted funds can be used in accordance with the charitable objectives at the discretion of the trustees.

Restricted funds can only be used for particular restricted purposes within the objects of the charity. Restrictions arise when specified by the donor or when funds are raised for particular restricted purposes.

During the year ended 30 June 2022, the charity utilised £117,752 of restricted grant funding.

##### **Pension costs and other post-retirement benefits**

The charitable company operates a defined contribution pension scheme. Contributions payable to the charitable company's pension scheme are charged to the Statement of Financial Activities in the period to which they relate.

#### **2. NET INCOME/(EXPENDITURE)**

Net income/(expenditure) is stated after charging/(crediting):

	2022	2021
	£	£
Depreciation - owned assets	2,136	1,641
Deficit on disposal of fixed assets	<u>424</u>	<u>-</u>

## Your Employment Settlement Service

### Notes to the Financial Statements - continued for the year ended 30 June 2022

#### 3. TRUSTEES' REMUNERATION AND BENEFITS

There were no trustees' remuneration or other benefits for the year ended 30 June 2022 nor for the year ended 30 June 2021.

##### Trustees' expenses

There were no trustees' expenses paid for the year ended 30 June 2022 nor for the year ended 30 June 2021.

#### 4. STAFF COSTS

The average monthly number of employees during the year was as follows:

	2022	2021
Legal and administration	<u>8</u>	<u>6</u>

The number of employees whose employee benefits (excluding employer pension costs) exceeded £60,000 was:

	2022	2021
£60,001 - £70,000	<u>1</u>	<u>-</u>

#### 5. COMPARATIVES FOR THE STATEMENT OF FINANCIAL ACTIVITIES

	Unrestricted funds £	Restricted funds £	Total funds £
<b>INCOME AND ENDOWMENTS FROM</b>			
Donations and legacies	28,921	77,203	106,124
<b>Charitable activities</b>			
Fee Income	<u>219,270</u>	<u>-</u>	<u>219,270</u>
<b>Total</b>	<u>248,191</u>	<u>77,203</u>	<u>325,394</u>
<b>EXPENDITURE ON</b>			
Raising funds	342	-	342
<b>Charitable activities</b>			
Administrative Expenses	230,367	-	230,367
Maternity Action Grant	-	47,518	47,518
London Community Response Fund	<u>-</u>	<u>19,550</u>	<u>19,550</u>
<b>Total</b>	<u>230,709</u>	<u>67,068</u>	<u>297,777</u>
<b>NET INCOME</b>	17,482	10,135	27,617
<b>RECONCILIATION OF FUNDS</b>			
Total funds brought forward	<u>157,969</u>	<u>15,354</u>	<u>173,323</u>
<b>TOTAL FUNDS CARRIED FORWARD</b>	<u>175,451</u>	<u>25,489</u>	<u>200,940</u>

**Your Employment Settlement Service**

**Notes to the Financial Statements - continued  
for the year ended 30 June 2022**

**6. TANGIBLE FIXED ASSETS**

	Plant and machinery £
<b>COST</b>	
At 1 July 2021	12,808
Additions	2,261
Disposals	<u>(525)</u>
At 30 June 2022	<u>14,544</u>
<b>DEPRECIATION</b>	
At 1 July 2021	8,039
Charge for year	2,136
Eliminated on disposal	<u>(101)</u>
At 30 June 2022	<u>10,074</u>
<b>NET BOOK VALUE</b>	
At 30 June 2022	<u>4,470</u>
At 30 June 2021	<u>4,769</u>

**7. DEBTORS: AMOUNTS FALLING DUE WITHIN ONE YEAR**

	2022 £	2021 £
Trade debtors	29,951	34,694
Other debtors	8,854	8,852
Prepayments	<u>12,203</u>	<u>10,460</u>
	<u>51,008</u>	<u>54,006</u>

**8. CREDITORS: AMOUNTS FALLING DUE WITHIN ONE YEAR**

	2022 £	2021 £
Bank loans and overdrafts (see note 9)	7,769	-
Social security and other taxes	8,568	7,375
VAT	19,476	16,035
Other creditors	900	-
LABD fund reserves	-	20,431
Accrued expenses	<u>3,244</u>	<u>3,046</u>
	<u>39,957</u>	<u>46,887</u>

# Your Employment Settlement Service

## Notes to the Financial Statements - continued for the year ended 30 June 2022

### 9. LOANS

An analysis of the maturity of loans is given below:

	2022 £	2021 £
Amounts falling due within one year on demand:		
Maternity Action grant funds held as casework advance	<u>7,769</u>	<u>-</u>

### 10. MOVEMENT IN FUNDS

	At 1.7.21 £	Net movement in funds £	At 30.6.22 £
<b>Unrestricted funds</b>			
General fund	175,451	(31,780)	143,671
<b>Restricted funds</b>			
TFL – LETSSS Grant	-	3,945	3,945
Maternity Action	1,385	(9,154)	(7,769)
London Community Response Fund	<u>24,104</u>	<u>(5,704)</u>	<u>18,400</u>
	<u>25,489</u>	<u>(10,913)</u>	<u>14,576</u>
<b>TOTAL FUNDS</b>	<u>200,940</u>	<u>(42,693)</u>	<u>158,247</u>

Net movement in funds, included in the above are as follows:

	Incoming resources £	Resources expended £	Movement in funds £
<b>Unrestricted funds</b>			
General fund	255,639	(287,419)	(31,780)
<b>Restricted funds</b>			
TFL – LETSSS Grant	35,000	(31,055)	3,945
Maternity Action	46,838	(55,992)	(9,154)
London Community Response Fund	<u>25,001</u>	<u>(30,705)</u>	<u>(5,704)</u>
	<u>106,839</u>	<u>(117,752)</u>	<u>(10,913)</u>
<b>TOTAL FUNDS</b>	362,478	(405,171)	(42,693)

**Your Employment Settlement Service**

**Notes to the Financial Statements - continued  
for the year ended 30 June 2022**

**10. MOVEMENT IN FUNDS - continued**

**Comparatives for movement in funds**

	At 1.7.20 £	Net movement in funds £	At 30.6.21 £
<b>Unrestricted funds</b>			
General fund	157,969	17,482	175,451
<b>Restricted funds</b>			
Maternity Action	6,300	(4,915)	1,385
London Community Response Fund	<u>9,054</u>	<u>15,050</u>	<u>24,104</u>
	<u>15,354</u>	<u>10,135</u>	<u>25,489</u>
<b>TOTAL FUNDS</b>	<u><u>173,323</u></u>	<u><u>27,617</u></u>	<u><u>200,940</u></u>

Comparative net movement in funds, included in the above are as follows:

	Incoming resources £	Resources expended £	Movement in funds £
<b>Unrestricted funds</b>			
General fund	248,191	(230,709)	17,482
<b>Restricted funds</b>			
Maternity Action	42,603	(47,518)	(4,915)
London Community Response Fund	<u>34,600</u>	<u>(19,550)</u>	<u>15,050</u>
	<u>77,203</u>	<u>(67,068)</u>	<u>10,135</u>
<b>TOTAL FUNDS</b>	<u><u>325,394</u></u>	<u><u>(297,777)</u></u>	<u><u>27,617</u></u>

**11. RELATED PARTY DISCLOSURES**

There were no related party transactions for the year ended 30 June 2022.

**Your Employment Settlement Service**

**Notes to the Financial Statements - continued  
for the year ended 30 June 2022**

**12. GRANT INCOME**

Please see below table of Grant and Donation income received in the year.

<b>Income from:</b>	<b>Unrestricted £</b>	<b>Restricted £</b>	<b>2022 Total £</b>	<b>2021 Total £</b>
<b>Donations</b>	3,400	-	3,400	620
<b>Grants</b>	20,431	106,838	127,269	105,503
<b>Total</b>	23,831	106,838	130,669	106,123

**Restricted Income**

Trust for London – LETSSS Grant [£35,000]: Setting up and operating the London Employment Tribunal Settlement Support Scheme.

London Community Response Fund [£25,000]: Operation and promotion of the DRAW (Dispute Resolution Assistance in the Workplace) online workplace mediation service in London.

Maternity Action (on behalf of the National Lottery Community Fund) [£46,838]: To provide employment casework support to pregnant women and new mothers.

**Unrestricted Income**

Legal Aid for Business Diversity [£20,431]: To provide casework services.

Remainder is from private donations.

*Note: Amounts stated above for Legal Aid for Business Diversity are the balances utilised by Your Employment Settlement Service in the year, this is not the balance received in the year.*

**Your Employment Settlement Service**  
**Detailed Statement of Financial Activities**  
**for the year ended 30 June 2022**

	2022 £	2021 £
<b>INCOME AND ENDOWMENTS</b>		
<b>Donations and legacies</b>		
Donations	3,400	620
Grants	<u>127,270</u>	<u>105,504</u>
	130,670	106,124
<b>Charitable activities</b>		
Fee income	<u>231,808</u>	<u>219,270</u>
<b>Total incoming resources</b>	362,478	325,394
<b>EXPENDITURE</b>		
<b>Other trading activities</b>		
Bad debts	1,090	342
<b>Other</b>		
Loss on sale of tangible fixed assets	424	-
<b>Support costs</b>		
<b>Finance</b>		
Bank charges	27	-
<b>Other</b>		
Wages	273,537	200,688
Social security	23,563	16,565
Pensions	9,916	6,405
Rent	33,892	22,227
Rates	2,607	1,382
Insurance	7,623	5,827
Advertising	13,646	7,275
Telephone	3,643	2,613
Post and stationery	1,529	1,097
Computer costs	13,005	9,205
Professional fees	2,373	6,341
Donations paid	80	55
Subcontractors	1,771	5,203
Subscriptions	511	988
Training	3,806	355
Travel	867	210
Sundry expenses	10	32
Entertainment	1,112	663
Reference materials	3,222	2,667
Recruitment expenses	-	1,595
Depreciation charges	<u>2,136</u>	<u>1,641</u>
	398,849	293,034

This page does not form part of the statutory financial statements



**Your Employment Settlement Service**

**Detailed Statement of Financial Activities  
for the year ended 30 June 2022**

	2022 £	2021 £
<b>Other</b>		
<b>Governance costs</b>		
Accountancy and legal fees	<u>4,781</u>	<u>4,401</u>
Total resources expended	<u>405,171</u>	<u>297,777</u>
<b>Net (expenditure)/income</b>	<u><u>(42,693)</u></u>	<u><u>27,617</u></u>

This page does not form part of the statutory financial statements